



## **Pastoral Candidate Packet**

Grace Community Presbyterian Church

916 Veneta Ave

Bremerton, WA 98337

[www.gracecommunitypca.org](http://www.gracecommunitypca.org)

## Grace Community Presbyterian Church

### Pastoral Candidate Packet

#### WHO WE ARE:



We are a small, friendly, loving, and aging congregation. We are from a wide variety of doctrinal and theological backgrounds. Some of our members have been in the reformed faith for many years while others had little or no familiarity with it before coming to Grace Community Presbyterian Church (GCPC). However, we are committed to the Reformed faith and the tenets of the Westminster Confession of Faith and the Presbyterian Church in America (PCA).

We have a strong desire to see our church grow to fill the beautiful building that God has blessed us with. However, we do not want to grow at the expense of the gospel and sound/solid preaching of Biblical truth. We believe God's truth must and will prevail, and that it is God and God alone who can be the source of hope and comfort for anyone entering our church.

We hope and pray that the sweet aroma of His word and the love and joy of we His people will be what draws people into our church.

#### WHAT WE WOULD LIKE TO SEE FOR OUR CHURCH:

We have a 14,000 square foot building that is currently very underutilized. We would like to see that change. We would like to see the building used frequently for events and purposes that serve both our church family and our neighbors in Kitsap County (since our membership/regular attenders come from across the County). While the building is currently valued at over \$1,000,000.00, we owe less than \$112,000.00 on the mortgage, so we are well within the black with respect to our mortgage.

We have an older congregation. Most of our members/regular attenders fall in the "over 65" category, but we do have a few younger families with children. We would like to see this change.

We live at a true crossroads. We have Olympic College (which has both two- and four-year options) on one side and three Naval bases surrounding us on the other sides. Additionally, we are a "bedroom community" for many people who commute to Seattle and Tacoma. We would love to reach these people and have them become a part of our church family. We would like to see both a multi-generational and a multi-ethnic congregation, as the Lord provides. We would

like to become a more diverse congregation, representing a true cross-section of the communities around us.

We would like to see our outreach to the community and our ministries both within and outside the church expand, but we need help with this. We need a pastor who can engage and help our aging congregation to draw in new and younger members who can then help by taking on these continued challenges and opportunities.

### **WHO WE NEED:**

**For the Applicant:** *We ask that you please not be discouraged or put off by this list of characteristics that we have developed in our pursuit of the next man to fill the pulpit at GCPC. We do not expect to find a man who perfectly matches this depiction. We understand that, just as there are no perfect spouses in a marriage, so there are no perfect pastors and congregations in a church. We simply ask that you look at our heart's desires and determine if you believe you would be a good fit for us in many ways, not all, knowing that both you and we can grow together in our relationship as a body of Christ over time. That being said:*

First and foremost, we desire a pastor who will continue to unabashedly preach God's Word from the pulpit each Sunday in a manner that both encourages and edifies believers and might be found winsome and thought-provoking to guests and non-believers visiting the church. We would also desire a pastor who accepts an active teaching role in things such as Sunday School classes, small-group Bible studies, or membership classes.

We seek a relational pastor who loves to shepherd not only from the pulpit, but also by pursuing people in other purposeful ways. We would appreciate a pastor who visits, counsels, and disciples God's people, making disciples and cultivating leaders through coaching, guiding, and training. A pastor who recognizes and cultivates the gifts of the congregation and who equips them for fruitful ministry both within and outside the church, encouraging people to use their gifts and talents in covenant and kingdom living.

We desire a pastor who will lead and work well with the Session, developing the Session in numbers, when needed, but especially in their various roles as Elders: leadership, teaching, spiritual oversight, administration, etc. We also desire a pastor who will work with the Elders and the congregation to establish and develop a Diaconate ministry.

We desire a pastor who will help our ministries and outreach grow and expand, but not just for the sake of a program. We desire a pastor who will help us develop structures to intentionally support specific gifts and talents within the congregation, commensurate with our church growth and congregational make-up, rather than creating structures and programs and filling them with people. A pastor who will help congregants translate their gifts and aspirations into sustained, actionable service both within and outside the congregation.

We see evangelism as both a ministry and an outreach and so desire a pastor who can help us develop in this area, both as a congregation and as individuals. We understand that our very lifestyle -- living in personal relationship with our Savior and having that relationship inform our actions and choices -- is a form of evangelism, but we seek to become more effective in sharing the gospel with our community. We desire a pastor who will help us to do this.

We desire a pastor who will help us to grow spiritually, in numbers, and in diversity, helping us to become a true cross-section of the communities around us.

We desire a pastor mature in faith, strong in leadership, passionate for preaching, and stable in the call to pastoral ministry. A pastor who embraces the Reformed tradition, is committed to the PCA theological standards and form of government, and to the general framework of GCPC's established worship liturgy which we have formed in accordance with both Biblical principles and the Book of Church Order.

Given that our founding pastor is retiring, resulting in major change for our congregation, we desire a pastor who knows how to lead through change patiently and wisely by articulating purpose and building consensus in a way that unifies people around the gospel.

Because we desire that our pastor be first and foremost a steadfast preacher of God's Word, we do not want him to be overburdened by administrative duties. Therefore, we desire a pastor who accepts appropriate administrative responsibilities, but in a climate of delegated tasks and shared leadership, encouraging both our Elders and volunteers to use their ideas and skills to help meet these responsibilities.

## **Experience**

We desire a pastor with at least five years of ministerial experience. However, we will consider a recent seminarian if he has relevant prior life/work experience. Familiarity with (and dealing with) the Pacific Northwest's post-Christian culture/worldview as well as both the missions and life of the military would be helpful.

## **Compensation**

Salary is commensurate with experience, and benefits and relocation expenses will be assessed based upon needs. Grace's income in 2022 was \$190,567.36. While the GCPC body is one of fairly modest means, generosity is a major strength of our congregation.

## **Application Process**

If you are interested in applying for the position of pastor for GCPC, please submit a resume to [psc@gracecommunitypca.org](mailto:psc@gracecommunitypca.org). If you have any questions, you may contact the Pastoral Search Committee at the same email address.

## **OUR COMMUNITY:**

Bremerton, WA is located on the Kitsap Peninsula across the Puget Sound from Seattle, WA, a one-hour ferry ride away. Bremerton is the home of Naval Base Kitsap, a conglomerate of commands supporting numerous strategic missions for the Navy's fleet throughout the Pacific Northwest. They are the single largest employer in our County. Bremerton is also home to Olympic College, a vibrant campus that offers both two- and four-year options for education. Kitsap County is also home to several Native American tribes.

Our communities cover every type of living from suburbs to waterfront, to on-the-water, to rural living. We have everything from small ranches to micro-breweries to ice-creameries. The Kitsap Peninsula is blessed with an abundance of natural beauty and many opportunities to enjoy outdoor recreational activities all year round.

GCPC, being located in Bremerton, is at the center of four school districts: the Bremerton School District, the Central Kitsap School District, the North Kitsap School District, and the South Kitsap School District. For the 2022-23 school year, there are 78 public schools serving 33,966 students, and 32 private schools, serving 2,357 private students. 94% of all K-12 students in Kitsap County, WA are educated in public schools compared to the WA state average of 91%. There are also many homeschooling families in the County. We are a congregation who happily embraces families and students from all these different educational methods and backgrounds. For further information, please check out the links in Appendix A, Informational Links.

## **ABOUT US:**

### **Our Story**

Grace Community began as a small group of Christians gathering in a home in 2012. Dr. Ken Hegtvedt returned from a full-time duty station in Washington DC with a vision for establishing a PCA church in his hometown of Bremerton. We first gathered as Grace Fellowship, but as we grew, we wanted our name to reflect our purpose, so we became Grace Community.

We soon outgrew the living room space and moved to renting a space in the old Manette School Building from another local church (Discovery Fellowship) at the corner of 13th and Hayward Streets in Manette.

In January of 2013 we were accepted by the Pacific Northwest Presbytery (PNWP) into the Presbyterian Church in America (PCA) as a Mission Church. Four short years later, in October of 2017, we were officially organized and particularized as a church by the Presbyterian Church in America.

In the beginning of 2018, a property belonging to Memorial Lutheran Church became available that several of the leadership noticed and viewed. The leadership looked at the property paying careful attention to the building's needs and the church body's resources. But the asking price at that time was far too much to consider purchasing. However, the idea of finding a building for our church piqued the leadership's interest and they continued to look for property to rent or purchase that would support our growing needs.

Some months later, Memorial Lutheran Church, wanting to ensure that the church remained a place where God was worshipped and His truth was preached, accepted an offer from us at a price which we could afford. Following much deliberation, the steps to purchase the Church property on 10th and Veneta began, including checking the city codes and a title search. Grace Community Presbyterian Church celebrated its new home in the former Memorial Lutheran Church building with its worship service on Sunday, May 19th, 2019.

Grace Community is enjoying God's rich blessing and experiencing steady spiritual growth as a church body. We believe that the design of God's gift of salvation in the life of the Christian is holiness, good works, and service for the glory of God. To this end, Grace Community (PCA) is committed and prayerfully trusting our Lord and Savior, Jesus Christ with His will for our future.

## Our Vision

We are eager to experience the glory of God in such an astonishing way that the city of Bremerton will be drawn to the majesty and mercy of our great God. It is our prayer and desire that our worship will serve as an authentic model to our city of the possibilities for transformation of individuals, families, and the city encountering the glory and grace of God.

## Our Affiliations

Grace Community Presbyterian Church is a member of the Presbyterian Church in America. Our denominational affiliation and distinctives ground us in the rich conservative reformed tradition. For more information, follow this link the Presbyterian Church in America's website: [www.pcanet.org](http://www.pcanet.org).

Grace Community Presbyterian Church is a member of the Pacific Northwest Presbytery. Please See the Pacific Northwest Presbytery's website for details about our region: [www.pacificnorthwestpresbytery.com](http://www.pacificnorthwestpresbytery.com).

## Our Essential Beliefs

The following is a concise statement of our beliefs. For a more in-depth examination of our theology, we suggest the Westminster Confession of Faith and, above all, the Bible. Truth is important! We believe the Bible speaks with great clarity on life's foundational issues.

**Bibliology:** The Bible is the inspired and inerrant Word of God, the only infallible rule of faith and practice. God loves to communicate with the people He created, and the Bible is the book He wrote to do just that. In its perfect pages He tells us all we need to know for this life and the life to come. The Bible has authority over all we do.

**Theology Proper:** There is one God, eternal and self-existing in three persons (Father, Son, and Holy Spirit) who are to be equally loved, honored, and adored. God had no beginning and will have no end. He is infinitely powerful, beautiful, and perfect in every conceivable way. He exists in relationship with Himself, as one God in three persons: Father, Son, and Holy Spirit.

**Creation and Fall:** All mankind participated in Adam's tragic fall from his original sinless state and is thus lost in sin and totally helpless. Humanity was created by God, in His image, to be in relationship with Him. As such, every person on the face of the earth is of great value, possesses great dignity, and is worthy of great respect. Sin is the rejection of the relationship with God. Every person ever created has done this by doing things we shouldn't do and by not doing the

things we should. Such actions destroy our relationship with God, are offensive to Him, and are counterproductive to our own joy.

**Jesus:** Jesus came to restore our relationship with God. Being fully God and fully human, He did so by becoming our substitute: living the perfect life we couldn't live, dying on the cross to pay the punishment our sin deserves, then rising again to conquer death.

**The Holy Spirit:** God does not leave believers to make it through life on their own. Instead, He sends the Holy Spirit to dwell in our hearts. The Holy Spirit leads us into truth and gives us strength to follow Jesus.

**Soteriology:** God, for no other reason than His own unfathomable love and mercy, has chosen lost sinners from every nation to be redeemed by the quickening power of the Holy Spirit and through the atoning death and resurrection of His Son, Jesus Christ. Those sinners whom the Spirit quickens, come to believe in Christ as Savior by the Word of God, are born again, become sons of God, and will persevere to the end. Justification is by faith and through it the undeserving sinner is clothed with the righteousness of Christ. There is absolutely nothing we can do to restore our relationship with God. No amount of work, effort, or good intentions can mend the mess we've made. Salvation can only come through Jesus. Consequently, salvation is a gift. God reaches out in sovereign grace and draws us back into relationship through His Son. Why? Simply because He loves us.

**Ecclesiology:** Baptism is a sign of God's covenant and is properly administered to children of believers in their infancy as well as to those who come as adults to trust in Christ. Community is at the very heart of who God is and so He gave us the church. We walk, not only with God, but also with other believers, loving one another well and working together to see God's purposes for humanity fulfilled here on earth.

**Eschatology:** Future things, Jesus Christ will return to earth, visibly and bodily, at a time when He is not expected, to consummate history and the eternal plan of God. At death, the Christian's soul passes immediately into the presence of God and the unbeliever's soul is eternally separated from God unto condemnation.

## **Our Core Distinctives**

**We are evangelical.** This means that we take our stand with all those who believe in what historically were called "the fundamentals": the existence of the triune God, the deity of Jesus, the virgin birth, the substitutionary and vicarious atonement of Christ, the physical resurrection of Christ, the sure return of Christ, and the infallibility & divine authority of the Bible. We joyfully affirm our unity with those from every tradition and denomination who hold to these



fundamentals, including those true believers in Christ who, for whatever reasons, find themselves members of denominations or churches with which we might have certain disagreements.

**We are evangelistic.** We are committed to fulfilling the Great Commission, “Go and make disciples of all nations.” Without compromising the sovereignty of God, we affirm the responsibility of each person to repent and believe in Jesus Christ as Savior and Lord and our responsibility to extend the Gospel invitation as a call to salvation to everyone who hears its message.

## APPENDIX A Informational Links

### Public School Information

School District	Website
Bremerton School District	<a href="https://www.bremertonschools.org/">https://www.bremertonschools.org/</a>
Central Kitsap School District	<a href="https://www.ckschools.org/">https://www.ckschools.org/</a>
North Kitsap School District	<a href="https://www.nkschools.org/">https://www.nkschools.org/</a>
South Kitsap School District	<a href="https://www.skschools.org/">https://www.skschools.org/</a>

### Private School Information

School	Grades	Website
Alta Vista School.	7 <sup>th</sup> – 12 <sup>th</sup>	<a href="http://www.altavistaschool.org">www.altavistaschool.org</a>
Bethany Lutheran School	NS – 8 <sup>th</sup>	<a href="http://www.bethanylutheranes.org">www.bethanylutheranes.org</a>
Christ the King Lutheran School	PK – 8 <sup>th</sup>	<a href="http://www.ck-wels.org">www.ck-wels.org</a>
Crosspoint Academy	K – 12 <sup>th</sup>	<a href="http://www.crosspoint.org">www.crosspoint.org</a>
Discovery Montessori	PK – 8 <sup>th</sup>	<a href="http://www.discoverymontessori.org">www.discoverymontessori.org</a>
Gateway Christian School	K - 8 <sup>th</sup>	<a href="http://www.ckaeagles.com">www.ckaeagles.com</a>
Kitsap Adventist Christian School	K – 8 <sup>th</sup>	<a href="http://www.kacschool.org">www.kacschool.org</a>
Our Lady Star of the Sea School	K – 9 <sup>th</sup>	<a href="http://www.sosbremerton.org">www.sosbremerton.org</a>
Peace Lutheran School	PK – 8 <sup>th</sup>	<a href="http://www.peacelutherannw.org">www.peacelutherannw.org</a>
Poulsbo Adventist School	1 <sup>st</sup> – 7 <sup>th</sup>	<a href="http://www.poulsboadventistschool.com">www.poulsboadventistschool.com</a>
Silverwood School	K – 6 <sup>th</sup>	<a href="http://www.silverwoodschool.org">www.silverwoodschool.org</a>
West Sound Academy	6 <sup>th</sup> – 12 <sup>th</sup>	<a href="http://www.westsoundacademy.org">www.westsoundacademy.org</a>